



DEPARTMENT OF THE NAVY  
OFFICE OF CIVILIAN HUMAN RESOURCES  
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WASHINGTON NAVY YARD, D.C. 20374-5072

JUN 02 2011

The Honorable Jim Webb  
United States Senator  
Suite 120  
222 Central Park Avenue  
Virginia Beach, VA 23462

Dear Senator Webb:

Thank you for your letter of May 13, 2011, to the Chief of Legislative Affairs on behalf of your constituent, (b) (6). (b) (6) is an Aircraft Examiner, WD-3806-06, with the Fleet Readiness Center Mid-Atlantic (FRCMA) at Oceana Naval Air Station, Virginia Beach, Virginia. He wrote concerning the recently approved special salary rate (SSR) for aircraft maintenance personnel at FRCMA. He believes individuals under the WD/WN pay schedule are entitled to back pay and interest to the original date of the SSR. A similar response is being provided to Congressman Robert C. "Bobby" Scott.

In November 2010 FRCMA received belated notification from the Office of Personnel Management (OPM) of an SSR that included their aircraft maintenance employees covered under the Federal Wage System. This SSR had been approved in September 2010. The SSR included the wage grade (WG), wage leader (WL), and wage supervisor (WS) pay plans; it did not, however, include production facilitating pay plan WD/WN positions such as (b) (6). Once FRCMA determined that all their aircraft maintenance positions were not covered under the SSR, they requested the WD/WN pay plan be included. The OPM approved that request on March 28, 2011, and appropriate pay changes have been made to the affected individuals, including (b) (6).

In May 2011 the FRCMA Commanding Officer spoke to the individuals covered by the WD/WN pay schedule. He advised them that the SSR for WD/WN employees had been approved, but they were not eligible for back pay and interest to September 26, 2010 (the original date of the SSR). Unfortunately, individuals under the WD/WN pay schedule have no entitlement to retroactive pay, as their pay schedule was not requested during the original survey. Positions in their pay schedule were not considered hard to fill occupations (one of the criteria to be met for the SSR).

(b) (6) points out that FRCMA's WS personnel received back pay and interest to the original date of the SSR. The initial, but erroneous interpretation of the SSR by the Human Resources Office was that FRCMA's WS personnel were not included. The final interpretation, however, was that the intent was clear that WS personnel were to also

receive the SSR. Under Federal law and regulation, SSRs are effective as of the date of approval by OPM. All pay records have been verified and now reflect the approved pay scales and correct effective dates.

I hope this information is helpful in responding to (b) (6). Further correspondence on this case should be addressed to me, ATTN: 016/dd/351.

Sincerely,

(b) (6)

Director, Assessment and  
Workforce Inquiries Division